

M E M O R A N D U M

TO: The Education Professional Standards Board

FROM: Phillip S. Rogers

DATE: February 5, 2007

SUBJECT: February EPSB Update

EPSB Vision Statement

Every public school teacher and administrator in Kentucky is an accomplished professional committed to helping all children become productive members of a global society.

EPSB Winter Retreat

February 17th has been set as the first EPSB winter retreat. Our agenda will focus on the redesign of the master's programs and the principal preparation programs. I hope that we can bring all our new board members up to date and then plan on how you want to receive the recommendations that the various work groups will be bringing. I plan to send an agenda for this meeting to you by February 7.

New EPSB Member

The EPSB is pleased to announce its newest member, Ms. Rebecca "Becky" Goss. Becky is a speech-language pathologist for Harlan County Schools. She received a bachelor's degree in speech and communication disorders from the University of Kentucky, a master's degree in speech and communication disorders from the University of Tennessee, and a Rank I certificate in special education from Union College. Becky is also a member of the Kentucky Speech-Language Hearing Association, the Kentucky School Boards Association, and the Prichard Committee for Academic Excellence.

As a member of Harlan Independent Schools Board of Education, Becky replaces Ms. Ann Carty as a representative of the local school boards of education. Her term ends September 18, 2010.

NCLB HQ Plan Approved

During the November 2006 EPSB meeting, Cindy Owen reported that the EPSB and KDE had submitted a revised Highly Qualified teacher report to the US Department of Education (USDOE). Following several revisions (all changes related to KDE activities), the USDOE did approve the Kentucky plan. If you would like to review the approved plan, click on the following link: [Approved 2007 Kentucky HQ Teacher Plan.](#)

Heads-Up: Survey of Teacher Working Conditions

This past fall the EPSB adopted new goals and strategies. To view these new goals, [please click here](#).

EPSB Goal 5 states: *Every credentialed educator is provided a safe and supportive school environment and culture that is conducive to effective teaching and increased student achievement.*

As most of us know, poor working conditions not only increase teacher attrition rates but also result in lower levels of student learning. In order to determine the current level of satisfaction with working conditions, we plan to ask teachers how the following aspects of their jobs are affecting them and their students:

- time
- facilities/resources
- empowerment
- school and district leadership
- professional development

In order to begin our work on this goal, I have asked Mike Carr to attend an information session on the work of the Center for Teacher Quality (CTQ) on February 1. Mike will be bringing an update at the winter retreat. To get an idea what this survey may look like, you may review the North Carolina teacher survey report at : [NC Teacher Working Conditions Survey](#).

Master's Degree Redesign

Guidelines for approving redesigned programs

After reviewing current program guidelines, committee members discussed issues related to NCATE, leadership and mentoring, and the role of content in this process. Three expected outcomes were offered: mastery of content, real world applications, and the ability to self-evaluate and/or disaggregate data. The committee also discussed different types of degrees teachers pursue and the possible implementation of differentiated pay, a teacher work sample at the master's level, and an exit test for teachers.

It was originally anticipated that the work of the group would require five meetings, but the committee may only need one or two more meetings. The task could be completed at an all day meeting scheduled for February 5,th or it may be necessary to have one more meeting to finalize recommendations to be presented to the EPSB. The committee is incorporating guidelines from Louisiana program approval as well as discussing other approval issues before completing its report.

Development of one set of Kentucky Teacher Standards

The committee will hold an all day meeting on February 15 to continue work on the Technology Standards. Committee members have gathered additional data and documentation on what should be included in the standard. Because access to technology is not equal in all school

districts across the state, the committee discussed how to ensure that teachers will meet the technology standard at an advanced level. The committee discussed how to prepare teachers to move beyond PowerPoint, spreadsheets, and management of class roll and grades. The committee is still on schedule but may need an additional all day meeting to complete its work in March. Since April is testing month, we are planning to finish in March with a final meeting in May.

Principal Preparation Redesign Task Force

The task force met on January 19 and had a very productive meeting. Here is a brief report on the work of each of the groups:

Preparation programs

The principal preparation group, with assistance from Kathy O'Neill, reviewed a draft copy of the selection/admission and mentoring proposal. After a lengthy discussion the group accepted the selection/admission criteria with the understanding that institutions could add criteria. The group discussed types of evidence, assessments, and the role of the university in the process. It was suggested that our regulation, 16 KAR 3:050 Professional Certificate for Instructional Leadership – School Principal, be revised. The group also reviewed a draft proposal for effective practicum for aspiring principals in Kentucky. Discussion revolved around how much time the candidate should be assigned program experiences and activities in other districts or schools. Funding issues were also discussed because of the cost of administering this part of the program and the question of how much money to request for mentors, districts and/or candidates. The group should finalize the two draft documents in February.

Induction workgroup

The ELR Induction workgroup is drafting a two-year induction model. Year one of the model focuses on experience, support, and team-building through a cohort and mentorship and proposes both principals and full-time assistant principals participate in the first year cohort. Year two is designed to be the evaluative year and would be completed only by principals.

Professional development and working conditions workgroup

The PD work group is focused on three key issues: accountability and quality control for professional development for administrators, the Leadership Academy, and standards for practice/statement of eligibility. The work group plans to make recommendations regarding the EILA approval process, the alignment of PD standards to key principal competencies, and the creation of a data warehousing/tracking system to monitor/assess the relationship of professional development and its possible impact on student achievement. A subgroup of the PD work group is meeting on Wednesday, January 31, to further develop findings and recommendations. Some of the early work of the PD work group has focused on making recommendations for the Leadership Academy, a professional development opportunity for principals with oversight provided by the Council on Post-Secondary Education. John DeAtley presented an overview of the work thus far with a potential timeline for implementation. A draft of recommendations for standards for practice/statement of eligibility has been developed and is ready for review and discussion by the PD work group. The group will convene again on February 16th, prior to the total ELR Task Force meeting.

Doctoral program workgroup

The Doctoral Program Review Group of the Education Leadership Redesign Task Force launched surveys for both prospective candidates and employers which are due to be completed by February 2. At the subcommittee's most recent meeting, plans were made to analyze the survey data in February. The group also determined responsibilities for constructing the final report to the Task Force. As of late January, the survey has yielded a strong response rate, and group members believe that valid, valuable data will be obtained.

SREB Training: District and Institution Partnerships

As you know, both of our redesign initiatives share a common theme—the need for a high level of collaboration and cooperation between the institutions preparing the educators and the school districts employing them. This collaboration is typically evident in the co-design and co-teaching of graduate courses, as well as high quality clinical experiences that translate academic discourse into effective practice. Real collaboration is essential; however, many districts and institutions do not know how to work together productively.

Fortunately, Kentucky districts and institutions have been given the opportunity to pilot a new training module developed by the Southern Regional Education Board (SREB). This series of workshops is for university-district partnerships at all stages of development. Some may be “curious explorers,” just starting to put their partnerships together. Others may be new teams looking for research-based guidance or perhaps existing teams wanting to learn how to move their partnership to the next level.

I have sent email invitations to all institutions with rank change programs, inviting them to bring a team of institution and district partners to the SREB training on March 8-9 in Lexington.

EPSB Technology Update:

Our Information Systems Branch has completed its final phase of updating the Division of Certification's document imaging systems. Staff members successfully converted approximately 3,000,000 (that is correct, 3 million) images to the new system. The next project will be working with the Department of Library & Archives in migrating over a million microfiche records to this new system.

Also, the EPSB Information Systems Branch has successfully implemented a new process whereby our computer system is now talking to the NASDTEC clearing house computer system on a daily rather than monthly basis, and notifying the Division of Legal Services of possible matches. This process ensures that we are catching more quickly educators who have left other states as a result of disciplinary actions.

Developmental Education Task Force Report

In May of 2006 the Council on Postsecondary Education (CPE) requested that a task force be formed to address the problem of the high percentage of secondary students who are not

prepared for college. CPE has reported that more than half of all first-time students entering Kentucky's colleges are not prepared in at least one subject and that under-prepared students drop out of college during the first year at twice the rate of academically prepared students. On November 8, 2006, Dr. Sam Evans, Dr. James Cibulka, and I testified before the task force.

The draft final report of the task force has six recommendations. The fifth recommendation stipulates: "...the task force recommends that accreditation of teacher and principal preparation programs require inclusion of programs targeting K-12 educator's ability to link teaching practice to student's *[sic]* college readiness."

Once the final report is released, we will bring this to the EPSB for review and discussion. Should you want to review the entire draft final report, please click here: [CPE Developmental Education Task Force Final Draft](#)

NBPTS Hill Day

Teacher quality reached a new milestone in Kentucky with last month's announcement by the National Board for Professional Teaching Standards (NBPTS) that 218 Kentucky teachers were awarded the prestigious National Board Certification® (NBCT) in 2006. On March 8 the Second Annual NBPTS Hill Day will celebrate this milestone. On this occasion the recipients will be recognized by the legislature and participate in a ceremony and reception in the Rotunda prior to introductions and the reading of a proclamation proclaiming NBCT day in Kentucky. (Special thanks to our own Marcie Puckett who has worked very hard to organize this for NBPTS educators.)

KTLC

The EPSB will again host a booth at the Kentucky Teaching and Learning Conference (KTLC) to be held on March 7-9, 2007 at the Kentucky International Convention Center in Louisville, Kentucky. The Kentucky Teaching and Learning Conference provides a unique opportunity for administrators and educators to come and share the most current, relevant, research-based ideas and strategies around targeted topic areas for an appropriate audience of teachers and administrators. EPSB divisions will be represented to provide easy access to information for Kentucky educators.

Bowling for Kids Sake

Once again our EPSB staff members are participating in the Bowl for Kids' Sake to benefit Big Brothers Big Sisters (BBBS) of the Bluegrass. The work of BBBS is very important. As you know the program aligns a child with an individual who acts as a friend, a teacher, a mentor - an individual the child can look up to. Many times this is all it takes to keep a child in school and on track for a full and meaningful life. Research is very clear about the difference even one caring person can make in the life of a child. Although not everyone can serve as a Big Brother or Sister, we can all support those who do volunteer.

We are trying to break last year's record of \$2,130. Marcie Puckett is our coordinator this year, and we already have volunteer bowlers who will bowl one day during lunch the week of March 5-9th.

Meetings, Conferences, Etc.

February 1-2 – INTASC meeting
February 1 – Asbury College Pre-visit
February 1 – CTQ Teacher Working Conditions Conference
February 2 – Midway College Orientation
February 2 – KTIP TPA work group meeting
February 4/6 – Teacher Induction Conference
February 5 – Education Cabinet Agency meeting
February 5 – Master's Degree application and approval protocol meeting
February 6 – House Education Committee meeting
February 6/7 – KBE meeting
February 7 – IECE TPA work group meeting
February 7/8 – Diversity Conference at ECU
February 8 – Senate Education Committee meeting
February 9 – Principal's academy meeting
February 9/10 – Middle School Conference at Lexington
February 13 – House Education Committee meeting
February 13 – EPSB Leadership staff meeting
February 14 – NKCES meeting
February 15 – Senate Education Committee meeting
February 15 – Kentucky Teaching Standards meeting
February 15 – SAELP work group meeting
February 15 – Ethics seminar at Brescia
February 16 – ELR Task Force meeting
February 16 – CCSLP meeting
February 16 – KACI meeting
February 17 – EBSB winter retreat
February 19 – Ethics seminar at Kentucky Wesleyan College
February 20 – House Education Committee meeting
February 20 – EPSB staff Mardi Gras lunch
February 20 – SE/SC meeting
February 21 – KEDC meeting
February 21 – EPSB Leadership staff meeting
February 27 – House Education Committee meeting
February 24/28 – Transylvania University accreditation visit
February 28 – OVEC meeting
February 28 – WKEC meeting

FYI: Acronyms and abbreviations:

AACTE – American Association of Colleges for Teacher Education
AIKCU – Association of Independent Kentucky Colleges and Universities
CCSLP – Commonwealth Collaborative for School Leadership Programs

CEO – Continuing Education Option
CKEC – Central Kentucky Educational Cooperative
CPE – Council on Post-Secondary Education
DEP – Division of Educator Preparation
EAARS – Education Assessment and Accountability Review Subcommittee
ECS -- Education Commission of the States
ELDC – Education Leadership Development Cooperative
ELR – Educational Leader Redesign Task Force
GRREC – Green River Region Educational Cooperative
IECE – Interdisciplinary Early Childhood Education
KACTE – Kentucky Association of Colleges for Teacher Educators
KASA – Kentucky Association of School Administrators
KASC – Kentucky Association of School Councils
KATC - Kentucky Academy of Technology Education
KBE – Kentucky Board of Education
KECC – Kentucky Employees Charitable Campaign
KEDC – Kentucky Education Development Cooperative
KEN – Kentucky Education Network
K-ITEP -- Kentucky – Information Technology in Educator Preparation
KPIP – Kentucky Principal Internship Program
KySTE - Kentucky Society for Technology in Education
KEDC – Kentucky Education Development Cooperative
LEAD – Local Educator Assignment Data
NASDTEC – National Association of State Directors of Teacher Education and Certification
NBPTS – National Board for Professional Teaching Standards
NCATE – National Council for Accreditation of Teacher Education
NCTAF – National Commission on Teaching and America’s Future
NKCES – Northern Kentucky Cooperative for Educational Services
OVEC – Ohio Valley Education Cooperative
SAELP – State Action for Education Leadership Project
SESC – Southeast South Central Education Cooperative
SREB – Southern Region Education Board
TPA – Teacher Performance Assessments
TQEG – Teacher Quality Enhancement Grant
WKEC – Western Kentucky Educational Cooperative